

App. No. 10/710,008

In the Claims:

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33. (new) A system for hiring an employee comprising: inputting data of potential hires, having a Model identification step review said data and output results; having a Model parameter estimation step review said output results; and outputting final results where said model identification step comprises identifying by decision nodes and uses artificial neural networks to review said data, where said model parameter estimation step uses machine learning to review said output results and decide whether to hire or not hire a potential employee.

34. (new) A system according to claim 33 where said data is biographical data.

35. (new) A system according to claim 33 where said data is personality data.

36. (new) A system for hiring an employee comprising: inputting data of potential hires, having a Model identification step review said data and output results; having a Model parameter estimation step review said output results; and outputting final results where said model identification step comprises identifying by decision nodes and uses artificial neural networks to review said data, where said model parameter estimation step uses machine learning to review said output results and where said results are hire, hire with caution and do not hire.

37. (new) A system according to claim 36 where said data is biographical data.

38. (new) A system according to claim 36 where said data is personality data.

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39. (new) A system for hiring an employee comprising: inputting data of potential employees, having a Model identification step review said data and output results; having a Model parameter estimation step review said output results; and outputting final results where said model identification step comprises identifying by decision nodes and uses fuzzy inference systems to review said data, where said model parameter estimation step uses machine learning to review said output results which are hire and do not hire.

40. (new) A system according to claim 39 where said data is biographical data.

41. (new) A system according to claim 39 where said data is personality data.